

APPENDIX 2. INDICATORS

HR POLICY



GRI 405-1

Indicator	Unit	2020	2021	2022	2023	2024	2024/2023	2024/2023, %
HR Indicators								
Headcount	persons	4,371	4,400	4,376	4,446	4,495	49	1.10%
of which:								
male	persons	3,465 (73.2%)	3,377 (76.8%)	3,367 (76.9%)	3,409 (76.7%)	3,456 (76.9%)	47	1.38%
female	persons	1,266 (26.8%)	1,023 (23.2%)	1,009 (23.1%)	1,037 (23.3%)	1,039 (23.1%)	2	0.19%
SRS Index	%	91	85	86	86	87	1	-
Employee engagement index	%	90	85	-	-	87	0	-
Development and Training								
Average annual training hours per employee	hours	23.0	22.3	27.6	25.96	41.23	15.27	58.82%
of which:								
male	hours	22.7	21.9	27.7	30.2	32.8	2.6	8.61%
female	hours	26.3	25.5	26.9	12	8.5	-3.5	-29.17%
Administrative staff	hours	23.7	21.5	27.1	18.2	7.2	-11	-60.44%
Production staff	hours	22.9	22.4	27.6	27.1	34	6.9	25.46%

Total headcount by employment type and gender as of 31 December 2024, persons

GRI 2-7

Subdivision	Full-time employment, persons			Rotation-based employment, persons			Part-time employment, persons			Total
	Total	male	female	Total	male	female	Total	male	female	
Akmola MES	546	454	92	0			12	10	2	558
Aktobe MES	267	215	52	0			0			267
Almaty MES	472	398	74	5	5		1	1		478
Eastern MES	294	239	55	0	0	0	1	1	0	295
Western MES	213	160	53	51	51		0			264
Sarbai MES	419	339	80	0			0			419
Northern MES	382	285	97	0			2	2		384
Central MES	417	340	77	7	7		0			424
Southern MES	432	361	71	0			2	1	1	434
NDC SO	106	64	42	0			2	1	1	108
Executive Directorate	374	197	177	0			0			374
Energoinform JSC	486	321	165	2	2		2	2		490
Total	4,408	3,373	1,035	65	65	0	22	18	4	4,495

* In accordance with Article 70 of the Labour Code of the Republic of Kazakhstan, the employer is obliged to establish a part-time working schedule upon written request from a pregnant woman, one of the parents (adoptive parents) of a child (children) under three years of age, or an employee caring for a sick family member based on a medical certificate.

Total number and percentage of new hires and employee turnover by age group and gender

	Number of employees hired in 2024	% of total headcount as of 31.12.2024	Number of employees who left in 2024	% of total headcount as of 31.12.2024
	people	%	people	%
Company total:	472	10.50	412	9.17
By gender				
male	388	82.20	332	74.44
female	84	16.97	80	17.94
By age				
under 30 years	181	38.35	81	18.16
from 31 to 50 years	248	52.54	199	44.62
over 50 years	43	9.11	132	29.60

Total number and percentage of newly hired employees, as well as staff turnover by division, including internal transfers

Division	Number of employees hired in 2024		Number of employees who left the Company in 2024	
	people	%	people	%
Executive Directorate	42	8.48	40	8.97
Akmola MES	66	13.33	79	17.71
Aktobe MES	21	4.24	16	3.59
Almaty MES	51	10.30	47	10.54
Eastern MES	19	3.84	14	3.14
Western MES	27	5.45	15	3.36
Sarbai MES	47	9.49	39	8.74
Northern MES	51	10.30	48	10.76
Central MES	53	10.71	49	10.99
Southern MES	39	7.88	37	8.30
NDC SO	11	2.22	4	0.90
Energoinform JSC	68	13.74	58	13.00
Total	495	11.01	446	9.92

Number of employees hired and employees who left the Company, people

Indicator	2020		2021		2022		2023		2024		2024/2023	2024/2023, %
	people	%	people	%	people	%	people	%	people	%	people	%
Number of hired employees, total	343	7.25	451	10.25	551	12.59	543	12.21	495	11.01	-48	-0.09
by age:												
Under 30 years	140	2.96	214	47.45	222	5.07	209	29.48	185	26.66	-24	-0.11
From 31 to 50 years	168	3.55	194	43.02	276	6.31	274	11.14	267	18.34	-7	-0.03
From 51 years	35	0.74	43	9.53	53	1.21	60	4.69	43	4.04	-17	-0.28
by gender:												
male	263	5.56	364	80.71	441	10.08	436	12.78	404	11.69	-32	-0.07
famela	80	1.69	87	19.29	110	2.51	107	10.31	91	8.76	-16	-0.15
By division:												
Executive Directorate	15	4.03	26	7.34	70	19.39	56	15.05	42	7.53	-14	-0.25
Akmola MES	46	8.01	69	11.98	72	12.70	65	11.38	66	24.72	1	0.02
Aktobe MES	15	5.93	27	10.63	28	11.20	31	11.83	21	4.39	-10	-0.32
Almaty MES	29	6.12	35	7.46	57	12.34	48	10.13	51	17.29	3	0.06
Eastern MES	17	5.94	29	9.80	20	6.94	30	10.34	19	7.20	-11	-0.37
Western MES	28	12.23	39	16.46	36	15.13	40	15.87	27	6.44	-13	-0.33
Sarbai MES	17	4.10	49	11.81	47	11.55	44	10.71	47	12.24	3	0.07
Northern MES	16	4.29	42	11.29	43	11.29	44	11.55	51	12.03	7	0.16
Central MES	26	6.25	23	5.71	56	13.66	44	10.48	53	12.21	9	0.20
Southern MES	24	5.58	28	6.56	47	10.71	34	7.87	39	36.11	5	0.15
NDC SO	6	6.32	8	8.25	9	9.00	11	10.89	11	2.94	0	0.00
Energoinform JSC	92	11.79	76	15.20	66	13.95	96	20.00	68	13.88	-28	-0.29
Number of employees who left, total	421	8.90	748	17.0	575	13.14	473	10.63	446	9.92	-27	-0.06
by age:												
under 30 years	82	1.73	161	3.65	134	3.06	100	14.10	86	12.39	-14	-0.14
from 31 to 50 years	170	3.59	362	8.22	254	5.80	220	8.95	216	14.84	-4	-0.02
from 51 years	169	3.57	225	5.11	187	4.27	153	11.97	144	13.53	-9	-0.06
by gender: %												
male	290	6.13	438	9.95	451	10.31	394	11.55	357	10.33	-37	-0.09
female	131	2.77	310	7.04	124	2.83	79	7.6	89	8.57	10	0.13

Indicator	2020		2021		2022		2023		2024		2024/2023	2024/2023, %
	people	%	people	%	people	%	people	%	people	%	people	%
By division:												
Executive Directorate	29	7.80	44	5.88	63	13.32	45	12.10	40	7.17	-5	-0.11
Akmola MES	54	9.41	67	8.96	81	14.29	61	10.68	79	29.59	18	0.30
Aktobe MES	16	6.32	26	3.48	32	12.80	19	7.25	16	3.35	-3	-0.16
Almaty MES	32	6.75	40	5.35	64	13.85	36	7.59	47	15.93	11	0.31
Eastern MES	28	9.79	19	2.54	28	9.72	28	9.66	14	5.30	-14	-0.50
Western MES	26	11.35	31	4.14	35	14.71	26	10.32	15	3.58	-11	-0.42
Sarbai MES	29	6.99	49	6.55	55	13.51	40	9.73	39	10.16	-1	-0.03
Northern MES	33	8.85	43	5.75	34	8.92	44	11.55	48	11.32	4	0.09
Central MES	22	5.29	36	4.81	49	11.95	34	8.10	49	11.29	15	0.44
Southern MES	30	6.98	31	4.14	35	7.97	41	9.49	37	34.26	-4	-0.10
NDC SO	3	3.16	6	0.80	6	6.00	10	9.90	4	1.07	-6	-0.60
Energoinform JSC	104	13.33	356	47.59	93	19.66	89	18.54	58	11.84	-31	-0.35
Staff turnover (voluntary), %		4.7		8.22		8.13		6.51		6.21		

PRODUCTION INDICATORS



GRI EU1, EU3, EU4, EU28, EU29

Indicator	Unit	2020	2021	2022	2023	2024	2024/2023	2024/2023, %
Installed transmission capacity by primary energy sources and regulation mode	MVA	38,746.05	38,742.90	39055.9	39,112.60	38,893.60	-219	-0.56%
of which:								
1150 kV substations	MVA	9,384.10	9,384.10	9,384.10	9,384.10	9,384.10	0	0.00%
500 kV substations	MVA	17,447.50	17,447.50	17,447.50	17,447.50	17,467.50	20	0.11%
220 kV substations	MVA	11891.25	11,888.10	12,201.10	12,257.80	12,018.80	-239.00	-1.95%
35 kV substations	MVA	23.20	23.20	23.2	23.2	23.2	0	0.00%
Total length of overhead and cable power transmission lines by regulation mode (by circuits)	km	26,997.92	26,973.23	26,977.22	27,807.45	27,905.42	97.96	0.35
of which:								
1150 kV	km	1,421.23	1,421.23	1,421.23	1,421.23	1,421.23	-	-
500 kV	km	8,287.98	8,282.26	8,282.26	8,281.93	8,281.13	-0.800	-0.01
330 kV	km	1,863.28	1,863.28	1,863.28	1,863.28	1,862.94	-0.343	-0.02
220 kV	km	14,898.86	14,893.06	14,890.22	15,669.58	15,766.65	97.067	0.62
110 kV	km	352.84	352.84	352.84	352.84	352.84	-	-
35 kV	km	44.13	44.13	44.13	44.13	44.13	-	-
below 35 kV	km	129.61	116.44	123.26	174.463	176.503	2.04	1.17%
Number of electricity consumers (contracts)	psc.	861	951	1,141	1,629	1,629	-	-
Frequency of power outages — SAIFI		0.07	0.12	0.04	0.05	0.083	0.033	66.00%
Average duration of power outages — SAIDI	hours	0.16	0.09	0.06	0.07	0.019	-0.051	-72.86%
The volume of services rendered								
Electricity transmission	billion kWh	46.16	54.65	58.57	39.24	19.0	-20.3	-51.7
Use of the National Electric Grid (NPG)	billion kWh	-	-	-	35.98	74.9	38.9	108.2
Technical dispatching	billion kWh	98.99	105.04	104.26	106.28	110.9	4.6	4.3
Balancing electricity production and consumption	billion kWh	192.86	205.15	203.12	205.41	210.3	4.9	2.4

Economic indicators

GRI 201-1, 201-4

Indicator	Unit	2020	2021	2022	2023	2024	2024/2023	2024/2023, %
Total capitalisation:	million tenge	663,590.5	908,336.3	809,916.9	849,254.5	931,502.5	82,248.0	9.68
equity capital	million tenge	502,556.5	737,136.8	653,565.2	685,719.1	769,921.8	84,202.7	12.28
borrowed capital	million tenge	161,034.0	171,199.5	156,351.7	163,535.4	161,580.7	-1,954.7	-1.20
Funds received from the state	million tenge	-	-	-	-	-	-	-
Economic value created:	million tenge	185,852.9	199,424.1	227,003.9	263,910.6	337,695.7	73,785.1	27.96
operating income	million tenge	179,097.6	186,443.1	217,255.6	252,136.4	319,905.9	67,769.5	26.88
financial income	million tenge	5,480.2	5,368.2	5,726.1	7,576.5	11,886.4	4,309.9	56.89
other income	million tenge	1,275.1	7,612.7	4,022.3	4,197.8	5,903.3	1,705.5	40.63
Economic value distributed:	million tenge	170,101.5	201,789.2	217,270.7	253,879.9	322,768.5	68,888.6	27.13
labour costs	million tenge	21,101.7	23,672.5	26,755.4	33,272.9	37,980.5	4,707.6	14.15
expenses on taxes and fees to the state budget	million tenge	21,334.1	14,047.3	18,026.5	21,610.0	26,644.8	5,034.8	23.30
payments to capital providers	million tenge	43,952.8	53,200.0	30,309.2	47,075.0	56,872.9	9,797.9	20.81
charity and sponsorship support	million tenge	-	-	-	-	1,000.0	1,000	100
other operating costs	million tenge	77,761.3	99,492.0	136,625.2	148,327.4	190,082.4	41,755.0	28.15
other non-operating expenses	million tenge	5,951.5	11,377.4	5,554.3	3,594.6	10,187.9	6,593.3	183.42
Profit after tax for the year from discontinued operations	million tenge	4,967.0	13,471.5	-	-	-	-	-
Economic value attributable	million tenge	20,718.5	11,106.3	9,733.3	10,030.8	14,927.2	4,896.4	48.81
Percentage of senior management hired from the local community at significant locations of operation	%	90.9	90.9	85.7	100	100	-	-

Compliance with laws and regulatory requirements

GRI 2-27, 205-3

Indicator	Unit	2020	2021	2022	2023	2024
Confirmed incidents of corruption and actions taken*	-	0	0	0	0	0
Monetary value of significant fines and total number of non-monetary sanctions imposed for non-compliance with laws and regulations in the socio-economic area	million tenge	0	0	0	0	0
of which:						
monetary value of significant fines imposed for non-compliance with laws and regulations concerning the provision and use of products and services	million tenge	0	0	0	0	0
monetary value of significant fines and total number of non-monetary sanctions imposed for non-compliance with environmental laws and regulations	million tenge	0	0	0	0	0

* In 2024, there were no incidents in which employees were dismissed or otherwise disciplined for corruption, no contracts were terminated with business partners due to corruption-related violations, and no legal cases involving corruption were brought against the Company or its employees.

ENVIRONMENTAL INDICATORS



GRI EU12, 302-1, 302-4

Indicator	Unit	2020	2021	2022	2023	2024	2024/2023	2024/2023, %
Energy consumption								
Percentage of energy transmission losses*	%	6.0	5.6	4.9	5.0	5.0	0	0%
Effect of energy-saving measures (loss reduction)	Thousand GJ	15.340	15.810	14.155	14.609	18.151	3.542	24%
Specific energy consumption	thousand GJ / thousand KZT	0.058	0.060	0.048	0.043	0.036	-0.007	-16%
Energy consumption within the organization	Thousand GJ	10,350, 517	11,162.799	10,374.628	10,817.816	11,369.620	551.804	5%
electricity	Thousand GJ	10,068.339	10,951.741	10,169.639	10,620.995	11,142.938	521.943	5%
heat energy	Thousand GJ	81.396	87.536	84.843	78.877	89.399	10.522	13%
Fuel:	Thousand GJ	114.065	123.521	120.146	117.945	137.284	19.339	16%
motor gasoline	Thousand GJ	44.768	41.681	40.918	39.611	44.015	4.404	11%
diesel fuel	Thousand GJ	65.250	77.941	75.481	75.206	89.785	15.216	20%
natural gas	Thousand GJ	3.911	3.749	3.237	3.066	3.213	147	5%
liquefied ga	Thousand GJ	135	150	508.78	304	271	-33	-11%

* Technological consumption of electricity from the supply of electricity to the grid during its transmission.

Occupational health and safety indicators

GRI 403-9

Indicator	2020	2021	2022	2023	2024
Rate of recorded occupational injuries	0	0.03	0	0	0
By divisions:					
Executive Directorate	0	0	0	0	0
Akmola MES	0	0	0	0	0
Aktobe MES	0	0.45	0	0	0
Almaty MES	0	0	0	0	0
Eastern MES	0	0	0	0	0
Western MES	0	0	0	0	0
Sarbai MES	0	0	0	0	0
Northern MES	0	0	0	0	0
Central MES	0	0	0	0	0
Southern MES	0	0	0	0	0
NDC SO	0	0	0	0	0
Rate of serious injuries (excluding fatalities)	0	0.03	0.05	0.03	0
By divisions:					
Executive Directorate	0	0	0	0	0
Akmola MES	0	0	0	0	0
Aktobe MES	0	0.45	0	0	0
Almaty MES	0	0	0	0	0
Eastern MES	0	0	0.41	0	0
Western MES	0	0	0	0	0
Sarbai MES	0	0	0	0	0
Northern MES	0	0	0	0.3	0
Central MES	0	0	0	0	0
Southern MES	0	0	0.27	0	0

Indicator	2020	2021	2022	2023	2024
NDC SO	0	0	0	0	0
Number of serious injuries (excluding fatalities)	0	0	2	1	0
Fatality rate	0	0	0.02	0	0
By divisions:					
Executive Directorate	0	0	0	0	0
Akmola MES	0	0	0	0	0
Aktobe MES	0	0.45	0	0	0
Almaty MES	0	0	0	0	0
Eastern MES	0	0	0.41	0	0
Western MES	0	0	0	0	0
Sarbai MES	0	0	0	0	0
Northern MES	0	0	0	0	0
Central MES	0	0	0	0	0
Southern MES	0	0	0	0	0
NDC SO	0	0	0	0	0
Number of fatalities	0	0	1	0	0
Education, training and exercises in the field of civil defense and emergency situations:					
Republican-level command and staff exercises	2	2	-	3	5
Staff drills	4	2	-	7	8
Facility-level drills	2	2	20	15	13
Tactical-specialized civil defense exercises	2	3	21	6	8
Seismic drills	4	4	11	14	6
Training at republican/regional civil defense and emergency courses	32	36	11	23	34